

Equality, diversity and inclusion policy

July 2023



Dearbhú Cáilíochta
agus Cáilíochtaí Éireann
Quality and
Qualifications Ireland

Document Version Information

Name	Equality, diversity and inclusion policy
Version	1.1
Approved by	CEO on the advice of EMT
Approval date	10 July 2023
Effective date	10 July 2023
Review date	10 July 2025

Policy statement



Policy statement

Quality and Qualifications Ireland is committed to establishing and maintaining a culture of equality, diversity and inclusion (EDI) to underpin its work in the enhancement and regulation of quality in tertiary education and training. As a regulatory body, we play a critical role in fostering an equitable and inclusive society, where diversity is recognised, appreciated and harnessed for the collective good.

QQI is committed to an inclusive working environment which respects a diversity of characteristics including but not limited to sexual orientation, age, gender, race, ethnicity, disability, civil status, family status, religious beliefs and personality. Differences and characteristics are not just respected, they are valued and are supported. In every aspect of our work - from regulation development and enforcement, through enhancement activities to stakeholder engagement and internal operations - we will uphold the principles of fairness, respect and dignity.

As a body committed to educational excellence, we acknowledge that diversity is a strength. We understand that the inclusion of different experiences, perspectives and backgrounds enhances our decision-making processes, fosters innovation and ensures that our operations are effective, inclusive, and impactful.

Our EDI policy reflects our commitment to:

- Promote equality.
- Prevent any form of direct or indirect discrimination.
- Foster an inclusive environment where everyone's voices are heard and valued.
- Celebrate and leverage diversity as a resource for enriching our work and outcomes.

We will abide by all relevant legislation, including our duty as a public body under the Irish Human Rights and Equality Commission Act. All our practices, policies and procedures will be designed, implemented and evaluated with our commitment to EDI at their core.

This commitment includes our own workforce and to all those we regulate and collaborate with. We will take active steps to encourage and support our stakeholders in developing and implementing their own EDI policies and practices as they relate to quality and qualifications.



Objective

The objective of this policy is to promote a working and learning environment that values diversity and equality, allowing everyone to contribute fully to the realisation of our objectives.

Scope

This policy applies to all QQI employees, those engaged by QQI as a contractor, expert or consultant, board and committee members, and agents acting on behalf of QQI in their interactions with each other, learners, education and training providers, stakeholders and the wider public.

Key principles



Equality

We commit to promoting equal opportunities, fairness and justice through our practices, policies and procedures. We provide equal opportunities for all in employment, career progression, learning and development.

Dignity and respect

We affirm that every individual deserves to be treated with dignity and respect. We encourage a culture of respect and dignity in our interactions and communication with all stakeholders.

Diversity

We recognise and value the diverse nature of our workforce, learners and providers, respecting individual differences. We acknowledge that diversity brings new ideas, perspectives and skills that contribute to the overall success of our organisation.

Inclusion

We strive to create an environment where everyone feels valued, heard and included. Our organisation will actively seek to involve individuals from diverse backgrounds at all levels, including decision-making processes and service delivery.

Accessibility

We pledge to make our facilities, services, resources and information accessible to everyone to ensure their full participation and inclusion. We will make reasonable accommodation for employees with a disability or who acquire a disability and offer flexibility in taking account of the practical implications of diversity in our workforce.

Non-discrimination

We will not tolerate discrimination of any kind. Any discriminatory practices, behaviours or actions will be promptly addressed and remedied through appropriate channels.

Continual learning and development

We commit to regularly reviewing our policies, processes and practices to ensure they promote an inclusive and diverse workplace. Training and development opportunities will be available to all staff.

Implementation, review and complaints



Implementation, review and complaints

Implementation

A three-year implementation plan will be developed and included in the organisation's annual corporate plan. Progress will be recorded in QQI's annual report.

Policy Review

This policy will be reviewed biennially to ensure it remains relevant and effective in promoting equality, diversity and inclusion.

Complaints Procedure

Any individual who believes they have been treated in a manner that contravenes this policy should report the incident through our established grievances and complaints channels.